

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
JANUARY 2013



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Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Total Number of Inquiries	303												303
Number of Complaints Drafted	66												66
% of inquiries drafted	22%												22%
Employment	54												54/82 %
Housing (Real Estate)	4												4/6%
Public Accommodation	7												7/11%
Credit	0												0/0%
Education	1												1/2%
Unknown	0												0/0%
Number of Complaints Formalized	63												63
Employment	47												47
Transferred from EEOC*	3												3
Housing (Real Estate)	9												9
Transferred from HUD**	3												3
Public Accommodation	6												6
Credit	0												0
Education	1												1

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Total Number of Inquiries by Region	302												302
Region 1	32												32
Region 2	23												23
Region 3	17												17
Region 4	10												10
Region 5	135												135
Region 6	25												25
Region 7	8												8
Region 8	18												18
Region 9	25												25
Unknown	9												9

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
% of Aged Cases by Area													
Employment	19%												19%
Housing (Real Estate)	0%												0%
Public Accommodation	10%												10%
Credit	0%												0%
Education	23%												23%
Open Cases by Area													
Employment	288												288
Housing (Real Estate)	38												38
Public Accommodation	61												61
Credit	0												0
Education	20												20

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate), FO = Final Order.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Number of Cases Closed	39												39
Employment	26												26
Housing (Real Estate)	12												12
Public Accommodation	1												1
Education	0												0
Credit	0												0
Type of Closure													
NPC	21												21
CWS	9												9
CW	2												2
AD	3												3
FO	4												4

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Probable/Reasonable Cause Findings	1												1
Employment	1												1
Housing (Real Estate)	0												0
Public Accommodation	0												0
Education	0												0
Credit	0												0
Active Cases													
Employment	31												31
Housing (Real Estate)	14												14
Public Accommodation	8												8
Education	5												5
Credit	0												0
Average Age of Cases since NOF*	430												430

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

Leavell v. Low T Center is an employment case based on race. Complainant alleged that she was terminated due to her race and pregnancy.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

Taylor v. Elkhart Rehabilitation Center is an employment case based on sex. Complainant alleged that she was terminated because of her sex. The case was closed with a settlement.

Minne v. Nick's Patio is an employment case based on sex. Complainant alleged that she was not hired because she was pregnant. The case was closed with a settlement.

Hunt v. Subway is an employment case based on sex. Complainant alleged that she was sexually harassed and quit due to a hostile work environment. The case was closed with a settlement.

Vick v. Subway is an employment case based on sex. Complainant alleged that she was sexually harassed and quit due to a hostile work environment. The case was closed with a settlement.

Articles of Interest:

IUPUI begins search for Vice Chancellor (1/31/2013, Inside Indiana Business)

<http://www.insideindianabusiness.com/newsitem.asp?ID=57718>

An equal opportunity: Indy resident recalls 60's discrimination (1/31/2013, Indianapolis Recorder)

http://www.indianapolisrecorder.com/news/article_46df6604-6bca-11e2-92a9-0019bb2963f4.html

Northwest Indiana judge to head state child welfare agency (1/31/2013, WBEZ.com)

<http://www.wbez.org/news/northwest-indiana-judge-head-state-child-welfare-agency-105230>

Education Dept. reminds schools of disabled students' chances for sports (1/30/2013, WIBC.com)

<http://www.wibc.com/news/story.aspx?ID=1874959>

Fort Wayne civil rights leader dies Sunday (1/29/2013, WLFI-TV 18)

<http://www.wlfi.com/dpp/news/indiana/fort-wayne-civil-rights-leader-dies-sunday1359557545487>

EEOC reports nearly 100,000 job bias charges in fiscal year 2012 (1/28/2013, EEOC.gov)

<http://www.eeoc.gov/eeoc/newsroom/release/1-28-13.cfm>

Black Contestants Sue Fox's "American Idol" for being racist (1/26/2013, Black News.com)

<http://blog.blacknews.com/2013/01/black-contestants-sue-foxs-american.html#.UQp4khawHfw.email>

US attorney creates Indiana civil rights task force (1/21/2013, Herald Bulletin)

<http://heraldbulletin.com/breakingnews/x503828581/US-attorney-creates-Indiana-civil-rights-task-force>

Updated: Elkhart County commissioner won't face prosecution (1/23/2013, The Elkhart Truth)

<http://www.etruth.com/article/20130123/NEWS01/701239893>

Inauguration raises topic of race relations (1/22/2013, WISH-TV 8)

<http://www.wishtv.com/dpp/news/indiana/inauguration-raises-topic-of-race-relations>

McDonald's, franchisee to pay \$700,000 in Muslim complaint (Indianapolis Star, 1/22/2013)

<http://www.indystar.com/viewart/20130122/BUSINESS/301220322/McDonald-s-franchisee-pay-700-000-Muslim-complaint>

Lessons from King's life (Shelbynews.com, 1/21/2013)

<http://www.shelbynews.com/articles/2013/01/21/news/doc50f9c8928cde4991277111.txt>

Pence urges Indiana residents to emulate King (WDRB.com, 1/21/2013)

<http://www.wdrb.com/story/20646258/pence-urges-indiana-residents-to-emulate-king>

Dr. King Day of Service returns (WISH-TV 8, 1/18/2013)

http://www.wishtv.com/dpp/news/local/marion_county/dr-king-day-of-services-returns

Pence, Brackett Join Service Projects Along MLK Drive to Mark Holiday (WIBC.com, 1/18/2013)

<http://www.wibc.com/news/story.aspx?ID=1866124>

Gov. Mike Pence and Gary Brackett are celebrating the life of Martin Luther King, Jr. (FOX-59, 1/18/2013)

<http://fox59.com/2013/01/18/gov-mike-pence-and-gary-brackett-are-celebrating-the-life-of-martin-luther-king-jr/#axzz2IMey7rYT>

Lake County judge, student honored at state's MLK celebration (Northwest Indiana Times, 1/17/2013)

http://www.nwitimes.com/news/local/lake/lake-county-judge-student-honored-at-state-s-mlk-celebration/article_64abd1c8-5a65-5406-bc0f-7a350b4eb59d.html

Gov. Pence recalls Martin Luther King as faith leader (Indianapolis Star, 1/17/2013)

<http://www.indystar.com/article/20130117/NEWS05/301170359/Gov-Pence-recalls-Martin-Luther-King-faith-leader>

Mike Pence becoming Indiana's 50th Governor (1/14/2013, Indy Star)

<http://www.indystar.com/article/20130114/NEWS05/130114005/-1/NLETTER08?source=nletter-business>

Celebrate the life and legacy of Martin Luther King, Jr. (1/11/2013, Indianapolis Recorder)

http://www.indianapolisrecorder.com/news/article_ac68f84c-5b52-11e2-9a4f-001a4bcf887a.html

Study defines when disclosing a whistle-blower's identity, like in an email, becomes retaliation (1/7/2013, Indiana University)

http://www.eurekalert.org/pub_releases/2013-01/iu-sdw121412.php

Reappointing gaming, ethics chiefs among Pence's moves (1/5/2013, The Journal Gazette)

<http://www.journalgazette.net/article/20130105/NEWS07/301059979/1002/LOCAL>

Dayton Superior Corporation to Pay \$50,000 to Settle EEOC Disability Discrimination Lawsuit (1/4/2013, EEOC.gov)

<http://www.eeoc.gov/eeoc/newsroom/release/1-4-13a.cfm>

Indiana Hospital fires nurses for refusing to take mandatory flu shots (1/4/2013, Examiner)

<http://www.examiner.com/article/indiana-hospital-fires-nurses-for-refusing-to-take-mandatory-flu-shots>

ACLU of Indiana, Indiana Protection and Advocacy Services Win U.S. District Court Decision Regarding Inhumane Treatment of Prisoners (1/3/2013, aclu.org)

<http://www.aclu.org/prisoners-rights/aclu-indiana-indiana-protection-and-advocacy-services-win-us-district-court>